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MEMORANDUM

TO : Deputy Director for Administration
THRU : Deputy Director of Central Intelligence

FROM : Director of Training

SUBJECT : Career Benefits for CIA Personnel.

1. Office of Training has received from the Assistant Directors and Administrative Chiefs of the Agency comments on the career corps proposal presented through the report A Program for the Establishment of a Career Corps in the CIA. It is now apparent that much of the proposed program is controversial, and that there may be long delay before an over-all program can be implemented. However, there is general Agency acceptance, and desire for immediate implementation, of one part of the proposed program - the Career Benefits (discussed in Appendix Q, pages 69-71, of the report).

2. In view of this evidence of Agency-wide concern in Career Benefits, I recommend that:

- a. Early action be taken by Assistant Director (Personnel) to provide for CIA employees those career benefits which are desirable and are now legally feasible. This action should not be deferred to await decisions on a career corps program or on requirements for new legislation.
- b. Assistant Director (Personnel), in consultation with General Counsel and other appropriate CIA offices, determine the advisability of drafting legislation for further career benefits which are desirable but not now legally feasible.

3. If this recommendation is partially or wholly accepted, the following information may be helpful:

- a. As the covert offices are especially concerned with career benefits, I suggest that their views be given initial and continuing consideration.

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- b. The Department of State is said to be studying the problem of Career Benefits, and resultant legislative proposals presumably may affect CIA. Attention is therefore invited to:
- (1) The Hoover Commission's Personnel Recommendations on Foreign Affairs.
 - (2) A Report to the Secretary of State by the Secretary's Advisory Committee on Personnel.
 - (3) An Analysis of the Personnel Improvement Plan of the Department of State.

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